

**GOVERNMENT OF BALOCHISTAN**  
**BALOCHISTAN INTEGRATED WATER RESOURCE MANAGEMENT AND**  
**DEVELOPMENT PROJECT (BIWRMDP)**

**Terms of Reference and Scope of Services**

**Consulting Services – Social Safeguards Specialist**

**1. Background**

Water is scarce in Balochistan as a whole. The province often faces severe drought conditions. Water availability is drastically reduced during extended droughts which leads to high marginality in income and livelihood means. Water storage facilities are inadequate for both surface and groundwater and the poor conditions of hydraulic structures require urgent rehabilitation and regular maintenance. The lack of adequate water storage capacities and flood retention areas as well as flood protection embankments have led to high damages. Urgent efforts and investments are required for rehabilitation of hydraulic infrastructure and implementation of water conservation as well as flood protection measures.

The Government of the Islamic Republic of Pakistan, represented by the Government of Balochistan (GoB), has received a loan from The World Bank/IDA for the implementation of the Balochistan Integrated Water Resources Management & Development Project (BIWRMDP) and intends to apply part of the proceeds of the loan to cover eligible payments under exclusive contract for hiring services of a Social Safeguards Specialist.

The Project Development Objective (PDO) is to strengthen provincial government capacity for water resources monitoring and management, and to improve community/based water management for targeted irrigation schemes in Balochistan. Based on an Integrated Water Resources Management (IWRM) approach, six irrigation schemes located in the Nari and Porali River Basins will be rehabilitated to ensure sustainability of the natural resources use. The IWRM schemes aim to provide sustainable and diversified livelihoods, through integrating watershed management with all land use systems, including irrigated agriculture in command areas, Khushkaba farming in upstream areas and spate irrigation in downstream areas. The project is implemented by a Project Management Unit (PMU) in Quetta and two Project Implementation Units (PIUs) in Sibul and Uthal, respectively.

**2. Specific Tasks and Responsibilities**

The Social Safeguard Specialist will directly report to the Project Director with responsibilities including but not limited to the following:

- Clear understanding of BIWRMDP engineering components, current social concerns of project stakeholders, in particular, upstream beneficiary communities.
- Capacity in implementing mitigation measures to be undertaken by the project to alleviate any potential project impacts.
- Contribute to updating of the Project Implementation Manual in respect of social safeguards and their monitoring, and the design and conduct.
- Provide overall support and guidance to the Project teams (PMU and PIUs) on social issues related to project implementation especially on social safeguards required by the World Bank.

- Develop work plans and implementation schedules for all social safeguard activities within the project components.
- Conducting baselines assessments for projects in collaboration with PSIAC.
- Initiate and maintain regular consultation and participation process required for the preparation and implementation of social safeguards, where applicable.
- Maintain regular liaison with line departments and other project stakeholders.
- Assist and support in undertaking socio-economic surveys, preparation of screening reports and selection of supportive communities for inclusion in the Project, including gender.
- Provide intensive on-site support in social and resettlement studies and preparation of social safeguards leading to further implementation plans.
- Assess the vulnerability of social groups for the loss of permanent and temporary assets.
- Identify gender based and other vulnerable groups' issues related to project implementation.
- Prepare safeguard documents to address any adverse social issues such as loss of private land or any permanent asset, loss of any sources of livelihood, loss of any community owned sources, gender issues.
- Supervise land acquisition and involuntary resettlement activities in project schemes under implementation.
- Conduct in house training for the Project (& district) staff in project implementation methodology, social mobilization and project awareness campaigns.
- Assist and advise Watershed & Range Management and OFWM specialists in social component for implementation of management plans; particularly for inclusion of communities in sub-project development process.
- Carryout extensive social mobilization in two river basins in general and scheme areas in particular; form and register Farmer Organizations (FO) and Water User Associations (WUAs); manage extensive training programs for community in the fields of agriculture and On Farm Water Management.
- Contribute to periodic updating of Project Operations Manual (POM) in respect of social development, and monitoring & evaluation outcomes.
- Contribute to periodic progress, planning reports and social impacts mitigation monitoring reports.
- Coordinate with key stakeholders for consistency of the approach, exchange of experiences, and continuous improvement of practices and integration of social development to the management of the Project.
- Provide operational support in incorporating key social development concerns into sub-projects/schemes.
- Provide guidance and involve in addressing grievance/s from social development issue/s and participate in conflict resolution.
- Provide support in developing communication strategy and communication plan to disseminate project and social development information through active stakeholders engagements.
- Coordinate with the consultants, contractors and field staff for necessary social compliance.
- Evaluate social risks within the Project areas associated with floods, erosion, landslides, bank cutting, channel construction and other infrastructure related activities.

- Develop indicators for monitoring of social safeguard documents. Monitor and develop potential collaboration with specific key stakeholders such as agencies dealing with cultural, religious, gender and tribal issues.
- Organize regional/basin level consultations with major stakeholders and with project beneficiaries
- Develop and maintain a suitable network with communities in the project area to keep abreast of the latest project development and issues.
- Contribute substantially to activities for advocacy, dissemination and knowledge building on social development.
- Disseminate social safeguard documents and information in a manner of clear understanding by the community.
- Assist in policy dialogue on social aspects with counterpart departments and agencies.
- Participate in review and clearance of project social documents for compliance with the World Bank Social Safeguard policies.
- Any other task assigned by the Project Director relevant to project activities.

### **3. Qualification and Experience**

- Master's degree in Sociology, Anthropology, Rural Development or Agriculture Economics
- Minimum of 10 years of post qualification relevant working experience.
- Experience in community driven development projects with international lending agencies will be preferred.
- Familiarity with social safeguard policies of international lending institutions, especially the World Bank.
- Specific experience in Balochistan and expertise of local languages.

### **4. Salary and Benefits**

Market competitive salary based on qualification and experience will be offered.

### **5. Time Frame of Consultancy**

The services of the Consultant will be required full time for the entire life of the project. However, the contract will initially be signed for a lesser period of time and will be extended based on the developments made in the project and the performance of the consultant.

### **6. Selection Process**

The incumbent will be selected in accordance with the procedures set out in Section V of the World Bank Guidelines: Selection and Employment of Consultants by World Bank Borrowers [January 2011 (Revised July 2014) "Consultant Guidelines"]. The criteria developed for evaluation shall be in line with the required qualification and experience. Potential consultants are therefore advised to submit a detailed CV proving/listing the required qualification and experience stated in the preceding sections.